



# Equality Objectives

Date approved: May 2017  
Signed by Chair of Governors: Mr Paul Rossi

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Date approved: May 2017  
Signed by Headteacher: Mr Sean Hayes

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Reviewed: May 2017  
Next Review: May 2021



**St John Fisher**  
Catholic High School

**Policy and Procedures**

# Equality Objectives

## Public sector Equality Duty

The public sector Equality Duty came into force across Great Britain on 5 April 2011. It means that public bodies have to consider all individuals when carrying out their day-to-day work – in shaping policy, in delivering services and in relation to their own employees.

It also requires that public bodies have due regard to the need to:

- eliminate discrimination
- advance equality of opportunity for staff and students
- foster good relations between different people when carrying out their activities

St John Fisher Catholic High School is committed to compliance with the Equality Act 2010. As far as schools are concerned, for the most part, the effect of the current law is the same as it has been in the past – meaning that schools cannot unlawfully discriminate against pupils because of their sex, race, disability, religion or belief or sexual orientation.

This requirement forms part of the Code of Conduct for staff in school. (Section 2 Refers)

## Specific duties

The Equality Act 2010 (Specific Duties) Regulations 2011 came into force on 10 September 2011. The specific duties require public bodies to publish relevant, proportionate information showing compliance with the Equality Duty, and to set equality objectives at least every four years.

## Equality Objectives 2016 – 2017

- To promote the inclusion of Hearing Impaired students in accordance with the School's new Hearing Impairment Hub provision.
- To improve the engagement of the Roma community in school life.
- To further promote SMSC by developing education resources focused on reducing homophobia and gender discrimination.

**Review Date:** May 2021

**Staff Member Responsible:** Assistant Headteacher, Curriculum